

Trust Board paper H

To:	Trust Board						
From:	Director of Human Resources						
Date:	1 st September 2011						
CQC regulation:	As applicable						
Title:	LOCAL CLINICAL EXCELLENCE AWARDS						
Author/Responsible Director: Kate Bradley – Director of Human Resources							
Purpose of the Report: To inform the Trust about the outcome of the Clinical Excellence Awards (CEA) Scheme for 2011 and to draw attention to the outcomes from the CEA Scheme in relation to equality and diversity background of applicants. In addition the report contains analysis of the results from this year, after implementation of a revised administrative process that reduced the number of separate committees. It makes recommendations to the scheme moving forward into next year.							
The Report is provided to the Board for:							
<table border="1"> <tr> <td>Decision</td> <td></td> </tr> </table>		Decision		<table border="1"> <tr> <td>Discussion</td> <td>√</td> </tr> </table>		Discussion	√
Decision							
Discussion	√						
<table border="1"> <tr> <td>Assurance</td> <td></td> </tr> </table>		Assurance		<table border="1"> <tr> <td>Endorsement</td> <td>√</td> </tr> </table>		Endorsement	√
Assurance							
Endorsement	√						
Summary / Key Points: The CEA Scheme is a National Scheme which forms part of the national consultant contract. It rewards consultants for excellence in service delivery, service development, teaching and training, research and development and/or their contribution to management and clinical leadership roles. The Trust is required to report to the National Advisory Committee on Clinical Excellence Awards (ACCEA) on the outcomes of this annual process including the breakdown of awards made by gender, ethnic background and consultants in academic posts.							
Local CEA 2010/11 Round - There were 426 eligible consultants for this round, 136 consultants submitted applications this round (compared to 148 submitted last round). A total of 64 consultants received an award this year.							
Of those 64 awarded, the breakdown was as follows:-							
<ul style="list-style-type: none"> New and existing local award holders 							
Additional Award to Existing Award Holders - 44 (69%)							
'New' Awardees - 20 (31%)							
Diversity Analysis							
The number of women and consultants from a Black or Minority Ethnic background (BME – all other groupings with the exception of White-British) who were awarded a local or national CEA in 2011 continues to show a year on year increase when set against the last 3 years figures. The results for the local awards can be considered to be representative of gender and ethnic background when comparing percentage numbers eligible, applying and those awarded.							

Recommendations: The Trust Board is asked to note the contents of this report and support the recommendations outlined.	
Strategic Risk Register Links to Strategic Risks 4, 5, 13 17 “Inability to Recruit and Retain appropriately skilled staff”	Performance KPIs year to date Links to appraisal and job planning requirements as a pre-requisite for an award to be granted.
Resource Implications (e.g. Financial, HR) Financial – for the 2011 round the local investment made, in line with the national guidance, is c £251k plus on-costs which was allocated through this year’s process. This year the number of awards available has reduced due to a change in the minimum investment calculation which has reduced from 0.35 to 0.2 x number of consultants eligible.	
Assurance Implications N/A	
Patient and Public Involvement (PPI) Implications Process subject to public scrutiny.	
Equality Impact: Requirement to reflect the gender and ethnic mix of the consultant workforce.	
Information exempt from Disclosure N/A	
Requirement for further review? An annual report is produced yearly, once the CEA process is completed. Finalisation of the process documentation for next years round is being undertaken through the Local Negotiating Committee, Medical Staff Committees and Executive Team.	

UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

REPORT TO: **TRUST BOARD**

REPORT BY: **DIRECTOR OF HUMAN RESOURCES / MEDICAL DIRECTOR**

DATE: **1st SEPTEMBER 2011**

SUBJECT: **LOCAL CLINICAL EXCELLENCE AWARDS – 2011 Round**

1. INTRODUCTION

1.1 The Clinical Excellence Awards Scheme

The Clinical Excellence Awards (CEA) Scheme recognises and rewards NHS consultants and academic GPs who perform 'over and above' the standard expected from them in their role. Awards are given for quality and excellence, acknowledging exceptional personal contributions.

The Scheme forms part of the national consultant contract and is open to any consultant who has been in a substantive consultant post for at least 12 months. Individual consultants apply for an award by completing a nationally constructed application form which requires the provision of evidence regarding their contribution across 5 domains:-

- Delivering a high quality service.
- Developing high quality service.
- Leadership and managing a high quality service.
- Research and innovation.
- Teaching and training.

1.2 How does the Scheme work?

There are 12 levels of award. Levels 1-8 are awarded locally and Levels 9-12 (Bronze, Silver, Gold and Platinum) are awarded nationally. Level 9 can be awarded locally or nationally, depending on the type of contribution made.

Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9 Bronze	Level 10 Silver	Level 11 Gold	Level 12 Platinum
£2,957	£5,914	£8,871	£11,828	£14,785	£17,742	£23,656	£29,570	£34,484	£46,644	£58,305	£75,796

N.B. April 2011 Values

ACCEA and its Regional Sub-Committees recommend individuals for Bronze, Silver, Gold and Platinum awards. Applicants for Levels 1-9 are recommended by employer-based Committees. ACCEA monitors the employer-based scheme and publishes an annual report on the awards that includes information on their distribution.

1.3 About the ACCEA and Supporting Committees

National guidance is used when recommending applicants for every level, and all awards are assessed against the same criteria. The employer-based committees measure achievements within the parameters of an individual's employment and recognise excellent service and contribution.

Consultants who have already achieved at least a CEA level 4/5 locally may choose to apply on-line for a centrally funded, national award. The Trust is required to assess and rank those

consultants who apply for a national award and annually there are usually c40 candidates across UHL who do so.

The Trust convenes a panel to score and evaluate each of these applications and then submits a citation and a ranked list of consultants for consideration by the ACCEA. This information goes to one of the 13 Regional Sub-Committees. Similarly, the Royal Colleges and Societies produce a ranked list of the candidates and their own recommendations for the ACCEA Committee.

1.4 **National Nominating Bodies**

The National Committee (ACCEA) also consider the applications of all those consultants and academic GPs who have been nominated by accredited national bodies, such as the Medical Royal Colleges, the British Medical Association, Medical Women's Federation and the British International Doctors Association. Those bodies are invited to submit a ranked shortlist in a similar way to those produced by the Regional Committees.

1.5 **Employer-Based Committees**

Every year, each NHS organisation employing consultants eligible for an award, appoint an employer-based awards Committee. Within UHL this year the committee structure was a Higher and Lower Awarding Committee panel chaired by the Medical Director, both comprised of approx 15 members each including management representatives, lay members and at least 50% of its membership from the consultant body representing different speciality areas. This revision to the committee structures intended to streamline the process and provide greater scoring consistency across the Trust as a whole. Previous years have seen a significant disparity of scores across the different 'sifting' committees needed by an individual to receive an award. It was also considered preferable to try and add greater focus to local awards around the service delivery and design domains to reward those consultants making a highly valued contribution to service delivery and this should to continue as an area for focus. A smaller number of committees is also the approach more universally used when bench marking against other Trusts. Members of each Committee need to evidence that they have undertaken equalities training within the last three years. The panels constituted were made up with the specific aim of reflecting different specialities and gender and ethnic backgrounds of the consultant body appropriately.

2.1 **Annual Report - 2011 Round**

The policy framework for the CEA scheme makes clear that it must be transparent, fair and based on clear evidence – and that the public and those within the profession perceive it to be so. Each employer-based awards committee must produce an annual report containing its recommendations for awards payable from 1 April.

It is good practice to publish the report on the Trust's website and to submit a copy of the report to UHL Trust Board. Regional Sub-Committees monitor the quality of awards procedures and the distribution of awards made by employer-based awards Committees, through the receipt of the annual report.

The annual report lists members of the employer-based Committee, with personal details, to demonstrate their selection complies with membership guidelines. The annual report demonstrates that the process has been completed fairly, according to ACCEA guidelines. This ACCEA report is included as **Appendix 1** and has 2 tabs.

3. **ANNUAL INVESTMENT FOR EMPLOYER-BASED AWARDS**

3.1 **Guidelines for Calculating Investment**

The Department of Health, which advises ACCEA on finance, provides guidance on how employers should calculate the investment they need to make in the employer-based awards each year. This year the amount of awards available has been seen to reduce both nationally and locally.

The ratio of employer-based awards reduced from 0.35 to 0.2 this year which is multiplied by the number of eligible consultants. NHS organisations should spend no less than the minimum investment each year when granting awards, in line with this guidance (i.e. 0.2 x 426 number of eligible consultants = 85.2 x unitary value @ £2,957 = £251k plus on-costs).

4. EMPLOYER-BASED 'LOCAL' AWARDS - 2010/11 ROUND

- 4.1 UHL employed (as March 2011) a total of 426 'eligible' Consultants. There are 82 'National' Award holders and 301 Employer Based 'Local' Award holders in 2011.
- 4.2 From the 426 'eligible' Consultants for 2011, 136 (32%) Consultants submitted a completed application for consideration. It should be noted that locally the inclusion on a 'fallow' year affects the numbers of applications received. A 'fallow' year means that a consultant who is awarded in one year is not expected to apply the following year to allow a greater spread of awards.
- 4.3 The newly established Higher and Lower Committee panels considered the applications by scoring the 5 domains utilising a common objective assessment form comprising a scoring matrix developed for this purpose. After due consideration through a process of review of evidence of achievement, there was agreement to make the recommendations which subsequently received final agreement.
- 4.4 Following informed debate regarding comparisons of scores, appropriateness of above/below line cut-off and under-pinning rationale and chairmen's statements, the outcomes were communicated to the applicants, totalling awards to 62 consultants (equivalent to 92 Unitary levels). In the Higher Committee panel an award has the value of 2 unitary levels. In the Lower committee, some awardees received more than 1 point, depending on discussion and to reflect performance that could be considered as 'exceptional'. This was also done to ensure progression through the scheme and to enable exceptional performance to compete within the national awarding arena.

5. STATISTICAL ANALYSIS

Diversity Analysis – National and Local Awards

In **appendix 2** - The number of women and consultants from a black or minority ethnic background who are UHL award holders at local or national level in 2011/12 continues to show a year on year increase when set against the last 3 years figures. This is summarised below:-

	2008/9	2009/10	2010/11	2011/12
Women Consultants	17.9%	18.51%	20.92%	21.33%
Black and Ethnic Minority (NB includes all other groups, excludes White-British)	27.16%	29.25%	29.51%	30.75%

NB: It should be noted that in appendix 2 - the overall number of consultants eligible for 'local' consideration from a BME background in 2008/9 can be seen to have increased from 27.34% in 2008/9 to 40.58% in 2010/11 which is attributable to a change in the reporting of categories which is impacting on figures available. This was a broadening of the BME category to include all with the exception of White- British.

5.1 Employer-based 'Local' awards – Diversity Analysis

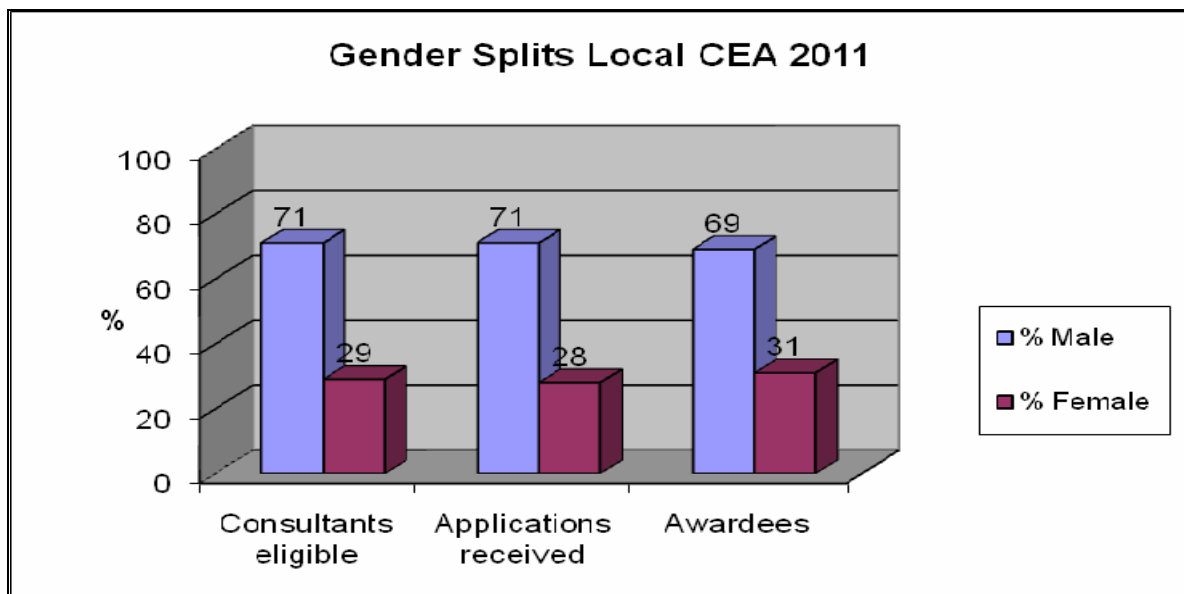
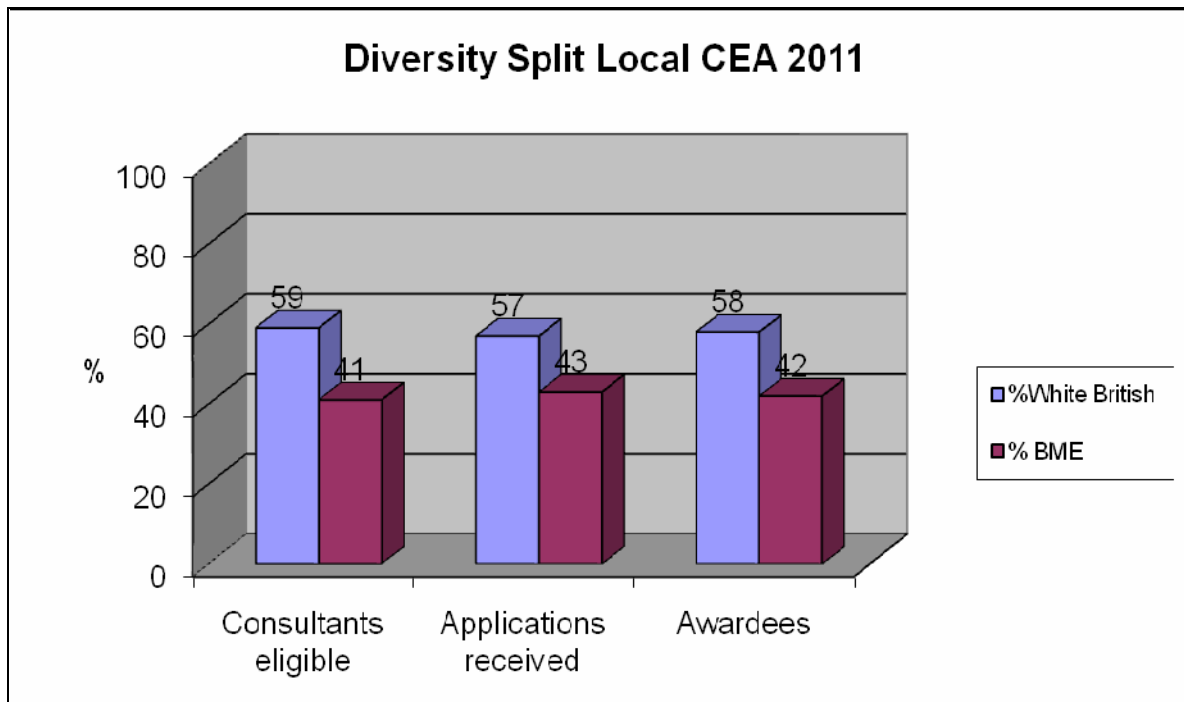
The breakdown of consultant numbers in the local awards process is detailed in the table below:-

- **Gender and Ethnic Split for 'Local' awards 2011**

Number of Consultants	Gender split	Diversity split
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Consultant workforce eligible - Total 426	Male – 309 (71%) Female – 127 (29%)	White-British – 250 (59%) BME – 176 (41%)
Applications received - Total 136	Males -97 (71%) Female – 39 (28%)	White – British -77(57%) BME – 59(43%)
Awardees - Total 62	Males 43 (69%) Females 19 (31%)	White British - 36(58%) BME – 26 (42%)

5.2 The consultant workforce eligible, applications received and awardees can be seen to be representative of the consultant eligible body in terms of diversity and gender as illustrated in the graphs below.



6 Local Awards - Divisional and Speciality Analysis 2010 and 2011.

Impact of the administrative changes, i.e. reducing the previous five directorate 'sifting' committees down to a Higher and Lower awarding panel is detailed below according to speciality results for 2010 and 2011. The establishment of only 2 awarding committees can be seen to significantly streamline the process and provide the opportunity for a consistent Trust wide rank order.

<u>Number of Successful Applicants by Specialty 2011/12 (% award conversion when considered against number applying)</u>		<u>No. of Specialty Applications Received 2011/12</u>	<u>Number of Successful Applicants by Specialty 2010/11(% award conversion when considered against number applying)</u>		<u>No. of Specialty Applications Received 2010/11</u>
Anaesthesia	10	32	Anaesthesia	14	24
Cancer & Haem	5	8	Cancer & Haem	5	12
Cardio-Resp/ Thoracic/Renal	6	13	Cardio-Resp/ Thoracic/Renal	11	16
Children's	1	5	Children's	5	7
A&E	2	4	A&E	1	1
General Surgery/Urology	4	5	General Surgery/Urology	4	6
Imaging	4	15	Imaging	5	8
Medicine/Rheum	9	16	Medicine/Rheum	12	22
Musculo	5	8	Musculo	6	11
Pathology	4	6	Pathology	7	10
Specialist Surgery	8	16	Specialist Surgery	5	15
Women's	4	8	Women's	11	16

Results are illustrated in **appendix 3**.

- 6.1 The preceding table and bar chart in appendix 3 highlight that some speciality areas can be seen to benefit from an overall Trust rank order whilst others may not, however there is a good spread of awards over all the relevant specialities when looking at number of applications received and number receiving awards across the specialities. As previously mentioned there were fewer awards available this year which has impacted upon results. In the new format of one Higher and Lower committee, candidates are awarded against the Trust applications as a whole which is thought to give a fairer, more robust and competitive allocation Trust wide and remove the inconsistencies that were evident in previous separate speciality 'sifting' committees.

7 Conclusion

The process is considered to have run successfully this year achieving a spread of awards across the various specialty areas in a more consistent way. The gender and diversity mix of the eligible consultant workforce is considered to be represented in the results of the local awards process.

8. Recommendations

To continue to effectively manage the process the following actions need to be continued and undertaken:-

- Continue to run the process with a Higher and Lower awarding committee similarly next year.
- Detailed feedback and constructive advice on completing the application process from Divisional Directors or nominated individuals to unsuccessful applicants, particularly targeting those consultants who are seen to significantly contribute to local service delivery.
- Revision of the validation / citation form to include job plan details and Divisional Director comments.
- Report to Divisions of any eligible individuals not applying within a five year period.

The Trust Board is asked to note the contents of this report and support the recommendations outlined.

Appendices

Appendix 1 – Advisory committee on clinical Excellence Awards – Employer Based Awards Annual Report for 2011 Awards Round.

Appendix 2 – ACCEA mandatory annual report extract – year on year analysis

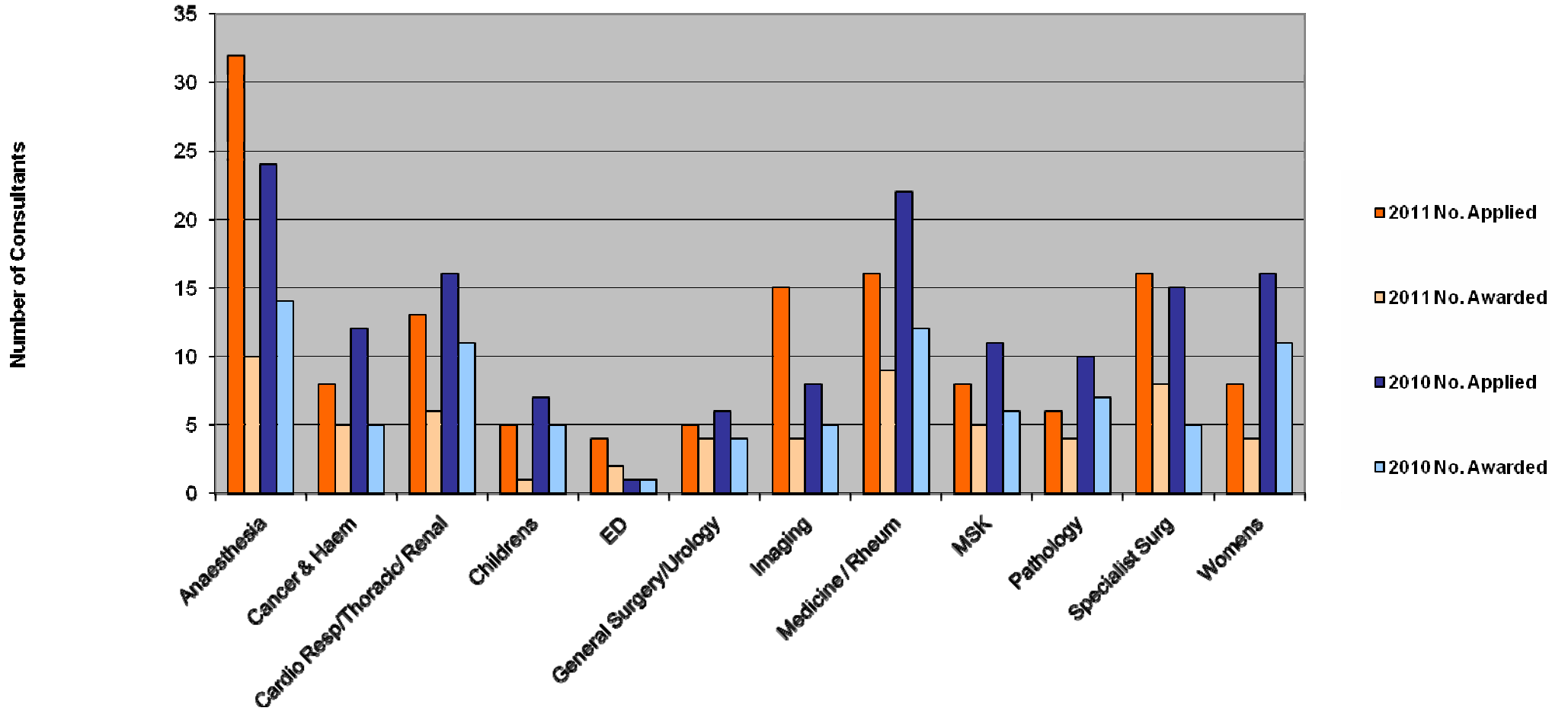
Appendix 3 – Illustrated Divisional and Speciality Analysis Local Awards 2010 & 2011

CEA Report for 2011/Msdata/Manager/CEA/CEA information and review/TRUST BOARD Report for Sept 2011 v3

Appendix 2 - ACCEA mandatory annual report extract - year-on-year analysis

	<u>2006/07</u>	<u>2007/08</u>	<u>2008/09</u>	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>
Overall number of consultants eligible for 'Local' consideration	358	373	384	383	414	426
a) the percentage of:						
<i>i) consultants in academic posts</i>	8.38%	6.97%	6.77%	7.05%	7.25%	6.10%
<i>ii) women consultants</i>	24.30%	26.01%	26.82%	27.68%	30.19%	29.13%
<i>iii) ethnic minority consultants</i>	31.84%	33.51%	27.34%	36.55%	40.58%	41.38%
Overall number of award holders both Natl. & Local	287	309	324	335	349	361
a) the percentage of:						
<i>i) consultants in academic posts</i>	18.12%	16.18%	15.74%	15.22%	14.33%	13.30%
<i>ii) women consultants</i>	16.72%	17.48%	17.90%	18.51%	20.92%	21.33%
<i>iii) ethnic minority consultants</i>	24.04%	26.21%	27.16%	29.25%	29.51%	30.75%

Appendix 3 - Speciality Analysis Local CEA Awards 2010 & 2011



**Appendix 1 Part A
EMPLOYER BASED AWARDS
ANNUAL REPORT FOR 2011 AWARDS ROUND**

To be completed and signed by the Chief Executive or Chair of the Employer Based Awards Committee

NAME OF ORGANISATION: UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

JOINT EBA COMMITTEE FORMED WITH NEIGHBOURING ORGANISATION(S)? No

Name of Committee Organisation(s)
UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

1 Employer Based Awards Committee Composition

Name of Chair	Position	Gender	Ethnic Origin	Employer	Received Training
Dr Kevin Harris	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Name of Members					
Mr. Ian Reid	Lay	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mrs. Kate Bradley	Manager	Female	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Andrew Furlong	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Adam Scott	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Paul Butterworth	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Robert Gregory	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Richard Firmin	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Professor Joseph Dias	Professional	Male	Z Not Stated	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Nicky Rudd	Professional	Female	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Yvonne Rees	Professional	Female	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Professor Justin Konje	Professional	Male	N Black or Black British - African	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Adrian Palfreeman	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Mike Jones	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Tim Terry	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Andrew Currie	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Ann Hunter	Professional	Female	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Paul McNally	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Ffion Davies	Professional	Female	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Michael Green	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Philip Kirwan	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Professor David Field	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Andrew Swann	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr David Fell	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Richard Robinson	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Professor Christopher O'Callaghan	Professional	Male	A White - British	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Mr. Leonides Hadjinkolaou	Professional	Male	C White - Any other White background	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Aman Bolla	Professional	Male	H Asian or Asian British - Indian	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	Yes
Dr Ash Samanta	Professional	Male	H Asian or Asian British - Indian	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST	No

2 Were Members selected to comply with the Guidance
Please refer to the Guide to Employer Based Awards. Yes

3 Overall number of Consultants eligible for consideration: 426
The number of:
i) Consultants in academic posts 26
ii) Women Consultants 124
iii) Black, Minority & Ethnic Consultants 176

4 Minimum investment available in 2010* 428,469.00
Amount actually spent in 2010 451,680.00

Amount carried over into 2011 (if relevant) 45,833.00

Minimum investment available in 2011* 251,345.00
Amount actually spent in 2011 272,044.00
*please refer to Part 6 of Guide for Employers

5 Overall number of award holders (including 2011 recommendations) 361
The number of:
i) Consultants in academic posts 48
ii) Women Consultants 77
iii) Black, Minority & Ethnic Consultants 111

6 Appeals. Please give the numbers of:
i) Appeals received 0
ii) Appeals upheld (original decision revised or revisited) 0
iii) Appeals rejected (original decision upheld) 0
iv) Appeal unresolved & passed to ACCEA Sub-Committee 0

7 Recommendation for Awards payable as from 1st April 2011 Annual Report template
click on the above link to list your 2011 EBA Recommendations

8 I confirm that all Consultants recommended for awards have complied with the following criteria during the last 12 months
- had a formal appraisal
- agreed a job plan
- fulfilled their contractual obligations
- complied with private practice code of conduct
- worked to the standards of professional & personal conduct required by GMC/GDC

9 Compliance statement:
The process adopted by the SHA/Trust(s) was completed fairly and in accordance with the guidance issued by ACCEA and mechanisms are in place to advise and support consultants who, having applied for an award, are not advancing in the system. A copy of this report will be sent to the appropriate NHS Trust Board.

10 Verification of Completion:
Name of person completing this Report: Joanne Tyler-Fantom

Position held:
Chair/Chief Executive name:

Divisional HR Lead
Malcolm Lowe-Lauri

Signed:

To be signed by the Chief Executive or the Chair of the Employer Based Awards Committee

IT IS CONSIDERED GOOD PRACTICE TO PUBLISH THIS REPORT ON YOUR WEBSITE
AND TO SUBMIT A COPY TO YOUR NHS TRUST BOARD OR REMUNERATION COMMITTEE

Name (title, initial, surname)	New level (CEA)	Gender	DoB	Ethnic Origin	Speciality	GMC/GDC No.	Employer Name
Dr Aamer Ahmed	L 6	Male	07-Feb-66	J Asian or Asian British - Pakistani	Anaesthetics	3405684	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Miss Alison Armstrong	L 8	Female	23-Sep-57	A White - British	Surgery	3070363	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Andrew Brown	L 6	Male	16-Aug-56	A White - British	Surgery	3133325	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Angus McGregor	L 7	Male	06-Jan-68	A White - British	Pathology	3673883	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Anil Banerjee	L 7	Male	07-Sep-61	F Mixed - White & Asian	Surgery	3262058	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Christina Faulk	L 5	Female	07-Jan-61	A White - British	Medicine	3072664	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Christopher Alsager	L 5	Male	29-Mar-71	A White - British	Anaesthetics	4116615	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Claire Elson	L 5	Female	21-Jun-70	A White - British	Obs and Gynaecology	4003241	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Daniel Kennedy	L 3	Male	06-Jun-85	A White - British	Pathology	3291742	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr David Kirkbride	L 3	Male	21-May-71	Z Not Stated	Anaesthetics	4096151	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Duncan Summerton	L 4	Male	06-Jul-63	A White - British	Surgery	3190298	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Fiona Mill	L 3	Female	19-Jun-71	A White - British	Pathology	4095349	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Ian Hudson	L 3	Male	11-Dec-62	A White - British	Medicine	3296936	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr James Stewart	L 5	Male	26-Feb-67	A White - British	Medicine	3560807	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr James Reid	L 4	Male	24-Apr-65	A White - British	Medicine	3338197	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Jaydip Banerjee	L 5	Male	11-Sep-68	H Asian or Asian British - Indian	Emergency Medicine	4389383	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Johan Bence	L 4	Male	17-Aug-59	C White - Any other White background	Anaesthetics	4494340	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Mauliri Khare	L 3	Female	04-Mar-66	H Asian or Asian British - Indian	Obs and Gynaecology	4762047	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Mark McCarthy	L 7	Male	15-Dec-66	A White - British	Surgery	3441365	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Masood Khan	L 3	Male	01-Nov-69	K Asian or Asian British - Bangladeshi	Urology	4062840	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Miles Levy	L 5	Male	12-Aug-71	A White - British	Medicine	4102652	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Paul Shaw	L 9	Male	07-Nov-56	A White - British	Pathology	2681451	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Peter Conboy	L 4	Male	17-Jun-55	Z Not Stated	Surgery	4086240	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Ratan Verma	L 5	Male	22-Feb-67	H Asian or Asian British - Indian	Radiology	3548138	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Robert Powell	L 7	Male	11-Jun-66	A White - British	Anaesthetics	3486629	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Ruth Green	L 4	Female	13-Feb-70	A White - British	Medicine	4048471	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Salli Muller	L 6	Female	08-Feb-55	A White - British	Pathology	2431318	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Sanjay Agrawal	L 7	Male	16-Jun-68	H Asian or Asian British - Indian	Medicine	3563948	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Sayed Bukhari	L 4	Male	05-Feb-68	S Any Other Ethnic Group	Pathology	4062802	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Sew-Chine Kong Yao Fah	L 3	Female	18-Dec-65	R Chinese	Medicine	3327319	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Shaouqi Nour	L 9	Male	13-Jul-49	S Any Other Ethnic Group	Surgery	2752251	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Simon Tordoff	L 4	Male	31-Mar-55	E Mixed - White & Black African	Anaesthetics	2884450	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Stephen Williams	L 3	Male	01-Dec-68	A White - British	Surgery	3612763	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Sukhbir Ubhi	L 6	Male	23-Nov-59	H Asian or Asian British - Indian	Surgery	2803377	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Susannah Pavorid	L 7	Female	07-Mar-64	A White - British	Pathology	3355655	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Tai Lo	L 7	Male	26-Feb-55	R Chinese	Medicine	2729783	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Timothy Green	L 5	Male	06-Oct-57	B White - Irish	Surgery	2570491	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Anne Thomas	L 2	Female	24-Jul-68	S Any Other Ethnic Group	Medicine	4559481	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Gerard McCann	L 3	Male	05-Jun-68	A White - British	Oncology	3547216	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Apostolos Nakas	L 1	Male	07-Feb-68	C White-Greek	Cardiothoracics	4866358	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr. Mathew Metcalfe	L 2	Male	19-Dec-63	A White - British	Surgery	4153562	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Prof Henry Pau	L 1	Male	31-Aug-70	R Chinese	Surgery	4082985	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr Usman Sarodia	L 1	Male	26-Oct-70	H Asian or Asian British - Indian	Surgery	4089149	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr Alwyn Abraham	L 1	Male	06-Mar-69	H Asian or Asian British - Indian	T&O Surgery	4342333	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mrs Joyce Burns	L 1	Female	20-May-66	A White - British	Surgery	3287318	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST

Dr Elaine Boyle	L3	Female	06-Dec-60	Z Not Stated		Paediatrics	4014380	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Joe Fawke	L1	Male	08-Jul-72	A White - British		Paediatrics	4197052	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Neil Flint	L1	Male	28-May-74	A White - British		Anaesthetics	4512091	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Janette Gross	L1	Female	29-Nov-66	C White - Any other White background		Anaesthetics	3643143	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Yvette Griffin	L1	Female	11-Nov-71	A White - British		Radiology	4190385	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Ralph Leighton	L1	Male	12-Aug-75	A White - British		Anaesthetics	4554651	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Vimal Raj	L1	Male	16-Oct-77	H Asian or Asian British - Indian		Radiology	6030873	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr James Francis	L1	Male	27-Oct-68	M Black or Black British - Caribbean		Radiology	4010173	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr John Morlese	L1	Male	07-Mar-66	H Asian or Asian British - Indian		T&O Surgery	4570864	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Catherine Free	L2	Female	26-May-72	A White - British		Medicine	4292225	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Peter Topham	L5	Male	05-Apr-66	Z Not Stated		Nephrology	3195372	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Mr Martin Wiese	L1	Male	07-Nov-64	C White - Any other White background		A&E	4272049	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Mainal Shah	L1	Female	26-Dec-62	H Asian or Asian British - Indian		Medicine	4683513	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Dr Anil Mishri	L1	Male	27-Dec-73	H Asian or Asian British - Indian		Medicine	5197213	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Miss Sheila Shokuhi	L1	Female	20-Sep-68	L Asian or Asian British - Any other Asian		Surgery	4027641	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST
Miss Gilli Rose	L4	Female	20-Mar-68	Z Not Stated		Surgery	3432376	UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST